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Consultants and individual contractors

Report of the Secretary-General

Summary

The present report covers 2000. It is submitted pursuant to the request of the General Assembly contained in resolution 53/221 of 7 April 1999 and reiterated in resolution 55/258 of 14 June 2001, in which the Secretary-General was requested to report on consultants hired by the United Nations during the preceding year.

During the reporting period, the Integrated Management Information System (IMIS), Release III, was being installed in offices away from Headquarters at various times. As a result, the data on which the present report is based was collated from legacy systems for the earlier part of the reference period and from IMIS during the latter part. Since the two data collection systems are incompatible in significant ways, issuance of the present report was delayed owing to the extra time needed to account for changes in data gathering methodology and the need to validate aggregated data. Now that IMIS Release III implementation has been completed at the eight major duty stations, this problem is not expected to recur.

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1. The General Assembly, in section VIII, paragraph 4, of its resolution 53/221 of 7 April 1999, requested the Secretary-General to submit an annual report to the Assembly on consultants hired by the United Nations during the preceding year, with an indication of their functions. In section IX of its resolution 55/258 of 14 June 2001, the General Assembly decided to consider the question of the use of consultants and individual contractors at its fifty-sixth session and requested the Advisory Committee on Administrative and Budgetary Questions to report to the General Assembly at the main part of its fifty-sixth session on the relevant reports of the Secretary-General and the Joint Inspection Unit.

2. The present report, which covers consultants and individual contractors hired by the United Nations in 2000, expands on the format of previous reports, in accordance with requests made by the General Assembly (resolution 51/226, sect. VI, para. 7) and by the Advisory Committee on Administrative and Budgetary Questions (A/51/533, para. 44, and A/53/691, sect. III, para. 15).

3. While data on consultants and individual contractors from the database of the Integrated Management Information System (IMIS) are available for Headquarters, it has not been possible to present information on the type and nature of contracts of consultants and individual contractors that is comparable on a worldwide basis because such data were not available until the full deployment of IMIS Release III (finance) at all duty stations in 2001. Completion of this project will facilitate the process of global compilation and management of consultant data in the future. The current Paradox database maintained by the Office of Human Resources Management uses the available IMIS data, which it has combined with data obtained directly from overseas duty stations. It is used for reporting and monitoring purposes and has been expanded to allow for the worldwide exchange of information on the use of consultants by occupation.

4. Changes made in the data gathering methodology in 2000 have caused a recalibration of the database. The foremost reason for the recalibration of the database was the use of IMIS data in 2000 wherever available, that is, from all offices using IMIS Release III (finance) during all or part of 2000. This has implied the need for a major cleanup of engagement data (i.e. previously reported engagements now reappearing as IMIS obligations) and person data (identification of unique person and assignment or confirmation of index number). This dynamic re-evaluation of the database has resulted also in the retroactive cleanup of older data, specifically data for 1999. A consequent rerun of the 1999 database with data recalibrated in 2000 has caused an upward adjustment of the previously reported 1999 data. Consequently, the present report contains valid comparisons between 1999 and 2000 data on the basis of the recalibrated numbers. To facilitate useful comparisons a separate table (see annex, table 10) containing the re-evaluated basic data for 1999 has been included.

5. This report records all engagements with a starting date in 2000; the duration of contracts and the fees paid to consultants and individual contractors are presented for the entire contractual period, even in those cases where the work involved extended beyond 2000. In the same manner, contracts that had begun before 2000 are not included, even if they continued into that year.

6. The statistical tables presented in the annex to the present report provide an overview of the use of consultants and individual contractors in 2000. Table 1 summarizes the number of persons engaged and the number of contracts, by type,

during the year. It indicates the number of women engaged, as well as work performed by former staff and also shows the educational levels and performance evaluations for consultants and individual contractors. In 2000, a total of 3,054 persons were engaged as consultants. Of that number, 828 persons (27.1 per cent) were women, 51 were retirees, 190 were non-retired former staff, aged 60 years or over, and 16 were non-retired former staff under age 60. A total of 4,173 contracts were issued for consultants during the year. In 2000, there were 1,314 persons engaged as individual contractors for a total of 2,471 contracts. Of the total of individual contractors, just over half (662) were women, 33 were retirees, 75 were non-retired former staff members aged 60 years or over and 8 were non-retired former staff under age 60. Activities by consultants during the year totalled 8,787 person-months (86 days work per consultant on average) and those by individual contractors totalled 4,342 person-months (99 days work per contractor on average).

7. A comparison with the 1999 recalibrated data,[1] reveals an increase in numbers of both consultants (317 or 11.6 per cent in 2000) and of individual contractors (383 or 41.1 per cent). The number of days worked by consultants in 2000 as compared with 1999 has increased (by 19.2 per cent) as has the working days by individual contractors (53.9 per cent increase). The average contract duration in 2000 for consultants has increased by 16 days and for individual contractors by 15 days. (Not all days in a contract period need be workdays.) The total number of consultants and individual contractors as compared with 1999 data shows a 19 per cent increase. There is a 21.3 per cent increase in the number of contracts, a 28.8 per cent increase in days worked and a 28 per cent increase in fees in 2000 as compared to 1999.

8. Combined expenditures in 2000 on consultants ($33 million) and individual contractors ($8.9 million) amounted to $41.9 million. Since 1999, total fees have increased by $5.6 million (20.5 per cent) for consultants and by $3.5 million (67.4 per cent) for individual contractors. In 2000, the average daily cost was $125.50 for a consultant and $68 for an individual contractor. Compared to 1999, the cost for a consultant was $16.50 less, while the cost for an individual contractor remained unchanged.

9. Table 2 of the annex summarizes the number of persons engaged, the number of contracts awarded, the total number of days worked and total fees, by nationality and contract type, for 2000. Consultants were engaged from 152 different countries (6 countries more than in 1999); 11 countries accounted for 45.5 per cent of all consultants engaged (Argentina, Australia, Canada, Chile, Ethiopia, France, Germany, India, the Netherlands, the United Kingdom of Great Britain and Northern Ireland and the United States of America). For individual contractors, engagements were from 107 different countries: in this category, four countries accounted for more than a third (38.3 per cent) of all engagements (Chile, Ethiopia, the United Kingdom of Great Britain and Northern Ireland and the United States of America). In terms of fees for consultants, nationals from 33 countries accounted for nearly three quarters (73.3 per cent) of the total expenses (Argentina, Australia, Austria, Bangladesh, Belgium, Brazil, Cameroon, Canada, Chile, China, Colombia, Ecuador, Ethiopia, France, Germany, India, Ireland, Italy, Japan, Kenya, Mauritius, the Netherlands, Nigeria, Peru, the Philippines, the Russian Federation, Senegal, South Africa, Sweden, Switzerland, the United Republic of Tanzania, the United Kingdom of Great Britain and Northern Ireland and the United States of America). For individual contractors, engagements from 20 countries accounted for nearly three quarters (72 per cent) of fees (Argentina, Austria, Bosnia and Herzegovina,

Cameroon, Canada, Chile, China, Croatia, Ecuador, Ethiopia, France, India, Italy, Kenya, Lebanon, the Russian Federation, Spain, Switzerland, the United Kingdom of Great Britain and Northern Ireland and the United States of America).

10. Table 3 of the annex shows a breakdown of the purpose of engagement of consultants and individual contractors. With consultants, the main purposes of engagement, worldwide, were programme implementation, advisory services, administrative services, lectures and training courses and special analytical studies. For individual contractors, the bulk of engagements related to administrative services and programme implementation activities.

11. Table 4 of the annex shows the engagement of consultants and individual contractors in terms of the occupational groups that are codified in the Common Classification of Occupational Groups at the job family level. With consultants, the largest occupational group (10.7 per cent) comprises administrative specialists. The other occupational groups that are strongly represented among consultants include economists, writers, translators, interpreters and social scientists. For individual contractors, the largest occupational groups represented are writers, translators, interpreters, administration-related specialists, architecture, engineering and education specialists.

12. Table 5 of the annex summarizes information on the duration of contracts that began in 2000. The bulk of the contracts were for less than one month (43.3 per cent of the consultants and 46.5 per cent of the individual contractors). The duration of another 28.7 per cent of consultant contracts and of another 26.2 per cent of individual contractor contracts lasted between one and three months, while 15.8 per cent of consultants and 19 per cent of individual contractors had a contract that continued beyond three months but less than six months. Table 6 summarizes the time actually worked for contracts that commenced in 2000. Just under half (46 per cent) of all consultant engagements and over half (51.7 per cent) of all contractor engagements were for less than one month, 31.6 per cent of consultant contracts and 27.5 per cent of individual contractor contracts were between one and three months and 15 per cent of contracts (consultants and contractors) extended beyond three months up to six months.

13. Table 7 of the annex sets out the use of consultants and individual contractors by department, gender, level of education, duration of contract and evaluation of performance. The departments and offices that made the most use of consultants and individual contractors in 2000 were the Economic Commission for Africa (ECA), the United Nations Conference on Trade and Development (UNCTAD), the Department of Economic and Social Affairs of the Secretariat, the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991, the Economic Commission for Latin America and the Caribbean (ECLAC), the Economic Commission for Asia and the Pacific (ESCAP), the United Nations Office at Nairobi and the United Nations Office at Geneva. All eight entities were more dominant with regard to consultants alone, where they accounted for more than two thirds (68.5 per cent) of all persons engaged. The difference in terms of gender between the use of consultants and that of individual contractors decreased somewhat in 2000. Among consultants, women represented 28.2 per cent of persons engaged (compared with 19.6 per cent in 1999), whereas among individual contractors, they remained stationary at almost gender parity.

14. In terms of the educational level of consultants and individual contractors, the 2000 data show that nearly half of the persons held a second university degree and nearly a quarter held a first university degree. More than 16 per cent of the persons held an advanced university degree and 7 per cent had no university degree. A majority of 88 per cent of performance evaluations were either good or excellent, with 3.2 per cent reflecting only an acceptable or unsatisfactory performance.

15. Table 8 of the annex shows fees paid to consultants and individual contractors by source of funding. Data on expenditures are derived from IMIS for Headquarters departments and offices and from individual updates submitted by offices away from Headquarters. In 2000, a total of $41.9 million was paid in fees to consultants and individual contractors from all sources of funds: this was $9 million more than in 1999 (an overall increase by 27.5 per cent). Consultants were paid $33 million (27 per cent from the regular budget and 63 per cent from extrabudgetary sources) and individual contractors were paid $8.9 million (54 per cent from the regular budget and 46 per cent from extrabudgetary sources). Fees paid to consultants engaged by UNCTAD, the Department of Economic and Social Affairs, the United Nations Office at Nairobi and ECA were mainly for technical cooperation projects. The International Tribunal for the Former Yugoslavia accounted for 60 per cent of the total expenditure. The corresponding figure for the regional commissions — ECA, ECE, ECLAC, ESCAP and ESCWA — was 18 per cent. Over three quarters of the total fees paid to individual contractors in 2000 were accounted for by the Department of Public Information, ECA, UNCTAD, the International Tribunal for the Former Yugoslavia, the United Nations Office at Nairobi, the United Nations Office at Geneva and the Department of Management.

16. Table 9 of the annex presents aggregate data for each duty station on institutional contractors engaged in 2000. Institutional or corporate contractors are institutions that provide goods or services to the United Nations on a contractual basis (see ST/AI/327). The total expenditure (exclusive of the International Tribunal for the Former Yugoslavia) was $15.5 million in 2000. The $5 million decrease (24.6 per cent as compared with 1999) was mainly the consequence of a reduction in the use of institutional contractors by ECA, the United Nations Environment Programme (UNEP) and the United Nations Office in Geneva. Both the United Nations Office at Nairobi and ECLAC show an increase in the use of institutional contractors in 2000.

17. Some of the questions and issues raised in the report of the Joint Inspection Unit on the use of consultants in the United Nations (A/55/59) pertain to a use of human resources databases, notably the skills inventory and an improved geographical balance for consultants. These complex questions of a balanced geographical representation of consultants and individual contractors will be dealt with as a part of the study requested by the General Assembly (resolution 55/528) to be prepared for its fifty-seventh session.

Notes

[1] Here and elsewhere in the present report reference to 1999 data is made according to the recalibrated 1999 database (see table 10).

Annex

List of acronyms
(See tables 7-9)

DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGAACS	Department of General Assembly Affairs and Conference Services
DM	Department of Management
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Department of Peacekeeping Operations/Field Administration and Logistics Division
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
ICSC	International Civil Service Commission
ICTY	International Tribunal for the Former Yugoslavia
ITR	International Tribunal for Rwanda
OCHA	Office for the Coordination of Humanitarian Affairs
ODCCP	Office for Drug Control and Crime Prevention
OHCHR	Office of the United Nations High Commissioner for Human Rights
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
UNCC	United Nations Compensation Commission
UNCHS	United Nations Centre for Human Settlements
UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UNITAR	United Nations Institute for Training and Research
UNOG	United Nations Office at Geneva

UNOIP	United Nations Office of the Iraq Programme
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna
UNSCOM	United Nations Special Commission

Table 1
Summary data (baseline) on contracts with consultants and individual contractors, 2000

		Number of persons	*Percentage of total/ subtotal*	*Number of contracts*	*Percentage of total/ subtotal*	*Days worked*	*Fees (in thousands of United States dollars)*
Contracts with consultants	**Subtotal**	**3 054**	**69.9**	**4 173**	**62.8**	**263 623**	**33 086**
Women		828	27.1	1 144	27.4	75 909	9 024
Former staff							
Retirees		51	2.7	79	1.9		
Non-retired former staff aged 60 or over		190	10.5	241	5.8		
Non-retired former staff under age 60		16	2.3	18	2.5		
Contracts with individual contractors	**Subtotal**	**1 314**	**30.1**	**2 471**	**37.2**	**130 270**	**8 857**
Women		662	50.4	1 320	53.4	63 322	4 104
Former staff							
Retirees		33	2.5	54	2.2		
Non-retired former staff aged 60 or over		75	5.7	115	4.7		
Non-retired former staff under age 60		8	0.6	11	0.4		
Consultants and individual contractors	**Total**	**4 368**	**100.0**	**6 644**	**100.0**	**393 893**	**41 943**
Level of education							
Doctorate or equivalent		703	16.1				
Master's degree or equivalent		2 136	48.9				
Bachelor's degree or equivalent		956	21.9				
Less than Bachelor's degree		290	6.6				
Not available		283	6.5				
Evaluation of performance							
Excellent				2 338	35.2		
Good				3 544	53.3		
Adequate				205	3.1		
Not adequate				6	0.1		
Not available				551	8.3		

Table 2
Consultants and individual contractors by nationality, 2000

Country	Consultants				Individual contractors				Total			
	Number of persons	Number of contracts	Total days worked	Total fees (in thousands of United States dollars)	Number of persons	Number of contracts	Total days worked	Total fees (in thousands of United States dollars)	Number of persons	Number of contracts	Total days worked	Total fees (in thousands of United States dollars)
Albania	2	3	88	4	14	15	651	24	16	18	739	29
Algeria	10	11	277	61	1	3	242	21	11	14	519	82
Antigua and Barbuda	3	3	446	97	-	-	-	-	3	3	446	97
Argentina	59	83	4 210	435	31	59	3 170	138	90	142	7 380	573
Australia	78	91	4 412	573	14	24	1 046	84	92	115	5 458	657
Austria	19	31	1 794	220	22	41	1 265	123	41	72	3 059	343
Azerbaijan	1	1	30	3	-	-	-	-	1	1	30	3
Bahamas	1	1	42	7	-	-	-	-	1	1	42	7
Bangladesh	17	26	1 285	270	3	5	195	16	20	31	1 480	287
Barbados	5	6	448	77	-	-	-	-	5	6	448	77
Belarus	2	2	65	9	2	5	480	12	4	7	546	21
Belgium	25	39	2 733	388	8	14	709	48	33	53	3 442	437
Benin	3	5	313	24	1	1	91	-	4	6	404	24
Bolivia	10	18	1 304	153	-	-	-	-	10	18	1 304	153
Bosnia and Herzegovina	8	37	278	30	21	134	968	102	29	171	1 246	132
Botswana	1	2	120	3	-	-	-	-	1	2	120	3
Brazil	42	54	4 655	407	9	11	884	33	51	65	5 539	440
Bulgaria	6	8	496	70	1	3	273	23	7	11	769	93
Burkina Faso	8	12	437	58	2	4	124	7	10	16	561	66
Burundi	4	5	395	25	4	7	464	40	8	12	859	66
Cambodia	2	2	162	3	-	-	-	-	2	2	162	3
Cameroon	25	35	1 800	265	14	22	1 600	126	39	57	3 400	391
Canada	112	159	11 651	2 392	25	50	2 686	260	137	209	14 337	2 652
Chad	4	4	317	24	-	-	-	-	4	4	317	24
Chile	98	127	6 720	637	82	176	5 369	256	180	303	12 089	893
China	28	38	2 362	389	18	38	3 071	209	46	76	5 432	598

Country	Consultants				Individual contractors				Total			
	Number of persons	*Number of contracts*	*Total days worked*	*Total fees (in thousands of United States dollars)*	*Number of persons*	*Number of contracts*	*Total days worked*	*Total fees (in thousands of United States dollars)*	*Number of persons*	*Number of contracts*	*Total days worked*	*Total fees (in thousands of United States dollars)*
Colombia	38	55	3 473	467	8	11	627	62	46	66	4 100	529
Congo	4	7	466	84	1	2	162	18	5	9	628	102
Cook Islands	3	3	734	1	-	-	-	-	3	3	734	1
Costa Rica	10	12	873	61	-	-	-	-	10	12	873	61
Côte d'Ivoire	13	15	785	122	1	4	481	23	14	19	1 266	145
Croatia	7	34	625	73	23	133	1 176	140	30	167	1 801	213
Cuba	5	7	219	21	2	3	44	6	7	10	263	27
Cyprus	2	4	254	32	1	1	182	11	3	5	435	43
Czech Republic	6	7	577	87	-	-	-	-	6	7	577	87
Democratic Republic of the Congo	3	4	215	50	2	3	333	1	5	7	548	51
Denmark	23	23	2 807	93	1	1	119	1	24	24	2 926	94
Djibouti	5	5	86	2	1	3	242	18	6	8	328	20
Dominican Republic	3	5	241	35	1	1	61	2	4	6	302	37
Ecuador	10	12	1 428	47	2	3	302	14	12	15	1 730	61
Egypt	48	56	2 637	369	12	19	1 095	103	60	75	3 732	473
El Salvador	4	4	657	40	-	-	-	-	4	4	657	40
Estonia	3	3	475	11	-	-	-	-	3	3	475	11
Ethiopia	94	132	10 910	803	213	322	31 745	923	307	454	42 655	1 726
Fiji	11	13	2 179	64	-	-	-	-	11	13	2 179	64
Finland	25	33	4 322	581	1	1	650	55	26	34	4 972	636
France	132	191	10 742	1 657	83	154	8 429	748	215	345	19 171	2 405
Gabon	2	4	223	14	-	-	-	-	2	4	223	14
Gambia	7	8	258	59	1	2	121	8	8	10	379	67
Georgia	1	1	180	6	-	-	-	-	1	1	180	6
Germany	71	91	6 715	682	9	11	980	68.1	80	102	7 695	750
Ghana	22	37	1 804	330	5	7	236	29	27	44	2 040	360
Greece	9	11	969	100	-	-	-	-	9	11	969	100
Guatemala	11	11	1 510	50	-	-	-	-	11	11	1 510	50

Country	Consultants				Individual contractors				Total			
	Number of persons	*Number of contracts*	*Total days worked*	*Total fees (in thousands of United States dollars)*	*Number of persons*	*Number of contracts*	*Total days worked*	*Total fees (in thousands of United States dollars)*	*Number of persons*	*Number of contracts*	*Total days worked*	*Total fees (in thousands of United States dollars)*
Guinea	4	5	468	29	2	4	378	6	6	9	846	34
Guyana	2	2	219	38	1	1	105	16	3	3	324	53
Haiti	2	2	189	22	1	2	313	8	3	4	502	30
Honduras	1	2	55	11	-	-	-	-	1	2	55	11
Hungary	10	11	1 265	69	1	2	20	1	11	13	1 285	71
Iceland	2	2	43	11	2	3	233	37	4	5	276	48
India	77	112	7 111	1 026	17	23	2 003	182	94	135	9 113	1 208
Indonesia	18	24	809	136	1	1	90	19	19	25	899	155
Iraq	2	2	112	24	3	6	359	29	5	8	471	53
Ireland	30	39	1 869	357	6	10	704	51	36	49	2 573	408
Islamic Republic of Iran	11	15	815	111	1	5	331	42	12	20	1 146	153
Israel	11	20	1 603	194	-	-	-	-	11	20	1 603	194
Italy	43	58	4 295	707	15	24	1 208	147	58	82	5 502	854
Jamaica	5	9	481	103	1	2	41	11	6	11	522	114
Japan	20	27	1 506	236	1	1	30	1	21	28	1 536	237
Jordan	17	22	1 045	128	4	10	872	48	21	32	1 917	176
Kazakhstan	1	1	30	3	1	2	272	19	2	3	302	22
Kenya	47	72	4 377	565	38	63	3 271	245	85	135	7 648	810
Kuwait	1	1	21	5	-	-	-	-	1	1	21	5
Kyrgyzstan	1	1	30	1	-	-	-	-	1	1	30	1
Lao People's Democratic Republic	4	4	312	11	-	-	-	-	4	4	312	11
Lebanon	32	38	2 143	193	36	57	2 319	121	68	95	4 463	314
Liberia	6	11	567	110	1	1	2	-	7	12	569	110
Malawi	3	3	349	11	-	-	-	-	3	3	349	11
Malaysia	18	26	1 097	139	4	4	311	29	22	30	1 408	168
Maldives	1	2	174	9	-	-	-	-	1	2	174	9
Mali	8	11	178	40	1	1	61	2	9	12	239	42
Malta	2	2	31	14	1	2	9	1	3	4	40	15

Country	Consultants				Individual contractors				Total			
	Number of persons	*Number of contracts*	*Total days worked*	*Total fees (in thousands of United States dollars)*	*Number of persons*	*Number of contracts*	*Total days worked*	*Total fees (in thousands of United States dollars)*	*Number of persons*	*Number of contracts*	*Total days worked*	*Total fees (in thousands of United States dollars)*
Mauritania	7	12	430	45	1	1	300	4	8	13	730	49
Mauritius	4	5	282	16	-	-	-	-	4	5	282	16
Mexico	26	36	2 240	235	4	8	840	51	30	44	3 079	285
Mongolia	2	2	51	3	1	1	21	4	3	3	72	7
Morocco	11	15	980	123	5	8	733	65	16	23	1 713	188
Mozambique	2	13	640	87	1	1	30	5	3	14	670	91
Myanmar	3	4	202	6	4	11	186	11	7	15	388	18
Namibia	2	3	481	97	-	-	-	-	2	3	481	97
Nepal	16	18	570	48	1	2	30	3	17	20	600	51
Netherlands	54	69	3 409	551	8	11	414	48	62	80	3 822	600
New Zealand	20	25	1 394	198	3	4	234	20	23	29	1 628	218
Nicaragua	3	3	345	40	-	-	-	-	3	3	345	40
Niger	3	6	188	66	1	2	60	2	4	8	249	68
Nigeria	22	37	1 248	158	5	15	711	49	27	52	1 959	207
Norway	30	40	4 249	316	6	10	290	23	36	50	4 539	339
Pakistan	15	21	825	143	1	2	300	40	16	23	1 125	183
(Palestinian)	4	5	119	9	4	8	32	3	8	13	151	11
Panama	1	1	30	3	-	-	-	-	1	1	30	3
Papua New Guinea	1	1	363	-	-	-	-	-	1	1	363	-
Paraguay	4	4	1 239	-	-	-	-	-	4	4	1 239	-
Peru	23	40	3 307	427	9	20	1 064	94	32	60	4 371	521
Philippines	49	71	3 656	449	5	7	211	20	54	78	3 867	469
Poland	8	8	346	47	2	4	163	8.5	10	12	509	55.6
Portugal	6	11	196	46	1	1	45	8	7	12	241	54
Republic of Korea	14	17	986	91	1	2	112	10	15	19	1 098	101
Republic of Moldova	1	3	108	20	-	-	-	-	1	3	108	20
Republic of Yemen	5	6	254	15	1	4	318	13	6	10	572	28
Romania	7	10	337	36	3	4	137	19	10	14	474	55

Country	Consultants				Individual contractors				Total			
	Number of persons	Number of contracts	Total days worked	Total fees (in thousands of United States dollars)	Number of persons	Number of contracts	Total days worked	Total fees (in thousands of United States dollars)	Number of persons	Number of contracts	Total days worked	Total fees (in thousands of United States dollars)
Russian Federation	40	53	4 456	644	18	35	2 285	139	58	88	6 741	784
Rwanda	10	14	647	72	4	6	649	32	14	20	1 296	104
Samoa	4	4	766	9	-	-	-	-	4	4	766	9
Saudi Arabia	4	4	419	8	1	1	121	5	5	5	540	12
Senegal	27	33	2 749	309	3	3	147	19	30	36	2 896	328
Seychelles	1	1	7	6	-	-	-	-	1	1	7	6
Sierra Leone	12	14	549	38	1	1	30	1	13	15	579	39
Singapore	6	6	945	60	1	2	20	5	7	8	965	65
Slovakia	4	5	726	33	1	2	73	2	5	7	799	36
Slovenia	2	2	91	11	2	4	7	2	4	6	98	13
Solomon Islands	2	2	726	-	-	-	-	-	2	2	726	-
Somalia	1	2	25	9	-	-	-	-	1	2	25	9
South Africa	34	45	2 771	407	1	1	3	2	35	46	2 774	409
Spain	21	23	1 338	117	20	35	2 068	147	41	58	3 406	264
Sri Lanka	19	21	633	95	2	5	64	3	21	26	697	98
Sudan	5	5	168	12	8	12	732	41	13	17	901	53
Suriname	1	1	181	5	1	1	178	5	2	2	359	9
Sweden	37	44	5 048	493	5	12	936	96	42	56	5 984	589
Switzerland	44	62	4 720	516	32	71	2 466	191	76	133	7 186	707
Syrian Arab Republic	11	14	992	66	4	7	211	26	15	21	1 203	92
Tajikistan	1	1	11	2	1	1	15	1	2	2	26	3
Thailand	29	36	1 539	176	23	29	742	41	52	65	2 281	218
The former Yugoslav Republic of Macedonia	2	3	211	12	3	3	148	5	5	6	359	17
Togo	3	5	151	18	1	2	62	3	4	7	213	20
Tonga	2	2	386	11	-	-	-	-	2	2	386	11
Trinidad and Tobago	7	13	324	87	-	-	-	-	7	13	324	87
Tunisia	11	13	425	65	-	-	-	-	11	13	425	65
Turkey	4	7	757	122	-	-	-	-	4	7	757	122

Country	Consultants				Individual contractors				Total			
	Number of persons	Number of contracts	Total days worked	Total fees (in thousands of United States dollars)	Number of persons	Number of contracts	Total days worked	Total fees (in thousands of United States dollars)	Number of persons	Number of contracts	Total days worked	Total fees (in thousands of United States dollars)
Uganda	16	22	912	157	5	6	202	47	21	28	1 114	204
Ukraine	4	4	396	53	3	3	143	14	7	7	539	67
United Kingdom of Great Britain and Northern Ireland	248	363	19 092	2 675	65	134	4 608	528	313	497	23 700	3 202
United Republic of Tanzania	15	27	1 930	240	8	8	557	35	23	35	2 487	275
United States of America	323	416	27 116	3 884	144	220	13 679	1 538	467	636	40 795	5 423
Uruguay	18	29	1 897	174	4	10	348	21	22	39	2 245	195
Uzbekistan	2	2	83	4	-	-	-	-	2	2	83	4
Vanuatu	3	3	792	3	-	-	-	-	3	3	792	3
Venezuela	14	19	1 248	111	3	9	482	40	17	28	1 730	151
Viet Nam	12	17	934	48	-	-	-	-	12	17	934	48
Yugoslavia	9	14	331	29	22	82	771	84	31	96	1 102	113
Zambia	10	14	614	93	-	-	-	-	10	14	614	93
Zimbabwe	11	13	645	138	4	4	316	14	15	17	961	152
Unknown	158	194	13 012	1 930	80	119	8 781	500	238	313	21 793	2 430
Totals	**3 054**	**4 173**	**263 623**	**33 086**	**1 314**	**2 471**	**130 270**	**8 857**	**4 368**	**6 644**	**393 893**	**41 943**

The following 43 countries have provided neither consultants nor individual contractors during 2000: Afghanistan, Andorra, Angola, Armenia, Bahrain, Bhutan, Brunei, Belize, Central African Republic, Comoros, Cape Verde, the Democratic People's Republic of Korea, Dominica, Equatorial Guinea, Eritrea, Guinea-Bissau, Grenada, Holy See, Honduras, Kiribati, Latvia, Lesotho, Libyan Arab Jamahiriya, Liechtenstein, Lithuania, Luxembourg, Madagascar, Marshall Islands, Micronesia, Monaco, Nauru, Oman, Republic of Palau, Qatar, San Marino, Saint Kitts and Nevis, Saint Lucia, Sao Tome and Principe, St. Vincent and the Grenadines, Swaziland, Turkmenistan, Tuvalu and United Arab Emirates. There have been no contracts with stateless persons.

Table 3
Purpose of engagement of consultants and individual contractors, 2000

Purpose of engagement	*Consultants*		*Individual contractors*		*Total*	
	Number of contracts	*Per cent of contracts*	*Number of contracts*	*Per cent of contracts*	*Number of contracts*	*Per cent of contracts*
Programme planning	71	1.7	13	0.5	84	1.3
Programme implementation	949	22.7	632	25.6	1 581	23.8
Programme evaluation	75	1.8	8	0.3	83	1.2
Preparation of meetings	66	1.6	76	3.1	142	2.1
Drafting of manuscripts	278	6.7	84	3.4	362	5.4
Lectures training courses	454	10.9	213	8.6	667	10.0
Special analytical studies	448	10.7	19	0.8	467	7.0
Advisory services	837	20.1	98	4.0	935	14.1
Administrative services	709	17.0	782	31.6	1 491	22.4
Building services	9	0.2	101	4.1	110	1.7
Various other purposes	277	6.6	445	18.0	722	10.9
Total	**4 173**	**100.0**	**2 471**	**100.0**	**6 644**	**100.0**

Table 4
Engagement of consultants and individual contractors by Common Classification of Occupational Groups job family, 2000

Occupational group	Consultants		Individual contractors		Total	
	Number of contracts	Share of contracts (percentage)	Number of contracts	Share of contracts (percentage)	Number of contracts	Share of contracts (percentage)
Professional, managerial and technical work	30	0.7	5	0.2	35	0.5
Administrative specialists	445	10.7	234	9.5	679	10.2
Architects, engineers	53	1.3	7	0.3	60	0.9
Archivists, curators, information specialists and librarians	22	0.5	5	0.2	27	0.4
Artists	1	0.0	1	0.0	2	0.0
Economists	191	4.6	12	0.5	203	3.1
Education specialists	7	0.2	72	2.9	79	1.2
Jurists	44	1.1	6	0.2	50	0.8
Life scientists	23	0.6	3	0.1	26	0.4
Dental, nutrition, medical, nursing and veterinary specialists	56	1.3	34	1.4	90	1.4
Physical scientists	46	1.1	4	0.2	50	0.8
Social scientists	139	3.3	17	0.7	156	2.3
Statisticians and mathematicians	20	0.5	2	0.1	22	0.3
Transportation specialists	21	0.5	-	0.0	21	0.3
Writers, translators, interpreters	173	4.1	770	31.2	943	14.2
Professional, managerial and technical specialists for which no job family exists	138	3.3	11	0.4	149	2.2
Environmental specialists	52	1.2	5	0.2	57	0.9
Electronic communications specialists	5	0.1	7	0.3	12	0.2
Subtotal professional work	**1 466**	**35.1**	**1 195**	**48.4**	**2 661**	**40.1**

Occupational group	Consultants		Individual contractors		Total	
	Number of contracts	Share of contracts (percentage)	Number of contracts	Share of contracts (percentage)	Number of contracts	Share of contracts (percentage)
Support work related to professional, managerial and technical occupations	20	0.5	7	0.3	27	0.4
Administration related	25	0.6	147	5.9	172	2.6
Architecture and engineering	2	0.0	3	0.1	5	0.1
Archiving, curating, information and library related	4	0.1	4	0.2	8	0.1
Arts related	6	0.1	2	0.1	8	0.1
Economics related	376	9.0	50	2.0	426	6.4
Law related	4	0.1	1	0.0	5	0.1
Life science related	2	0.0	1	0.0	3	0.0
Dentistry, nutrition, medicine, nursing and veterinary science related	18	0.4	5	0.2	23	0.3
Physical science related	1	0.0	2	0.1	3	0.0
Social sciences related	6	0.1	1	0.0	7	0.1
Statistics and mathematics related	1	0.0	-	0.0	1	0.0
Writing, translation and interpretation related	2	0.0	26	1.1	28	0.4
Support work for which no job family exists	13	0.3	3	0.1	16	0.2
Environmental science related	2	0.0	-	0.0	2	0.0
Electronic communications related	-	0.0	-	0.0	-	0.0
Subtotal support work	**482**	**11.6**	**252**	**10.2**	**734**	**11.0**
Production, service and transport work	-	0.0	-	0.0	-	0.0
Structural and physical plant construction and maintenance	-	0.0	-	0.0	-	0.0
Transport	1	0.0	2	0.1	3	0.0
General building maintenance	-	0.0	-	0.0	-	0.0

Occupational group	Consultants		Individual contractors		Total	
	Number of contracts	Share of contracts (percentage)	Number of contracts	Share of contracts (percentage)	Number of contracts	Share of contracts (percentage)
Printing	1	0.0	-	0.0	1	0.0
Security and safety operations	2	0.0	13	0.5	15	0.2
Subtotal service work	**4**	**0.1**	**15**	**0.6**	**19**	**0.3**
Not specified	*2 221*	*53.2*	*1 009*	*40.8*	*3 230*	*48.6*
Total	**4 173**	**100.0**	**2 471**	**100.0**	**6 644**	**100.0**

Definitions:

Professional, managerial and technical work: This group includes occupations concerned with the theoretical or practical aspects of such fields of human endeavour as art, science, engineering, education, medicine, law, business and economics and administrative, managerial and technical work. Most of these are occupations that require substantial academic preparation, usually at the university level.

Support work related to professional, managerial and technical occupations: This group includes occupations concerned with recording, compiling, reviewing and processing data; classifying, filing, retrieving and updating publications, correspondence and other reference materials; providing information; transmitting mail and messages; coordinating meetings and inspections; and carrying out other duties in accordance with established practices and procedures in support of occupations responsible for the management, creation, analysis and presentation of plans and programmes. The occupations included in the support group may also involve the performance of technical work in a specific subject area where practical application rather than theoretical knowledge is required.

Production, service and transport work: This group includes occupations concerned with operating equipment; providing transport services; providing protection against crime, fire and accidents; providing food services; storing, distributing and accounting for materials; fabricating, erecting, installing, paving, painting, repairing and similarly working on structures or structural parts; and using manufactured components and assemblies to produce products. Many of these occupations require the application of the knowledge and physical skills of a craft or trade.

Table 5
Duration of contracts for consultants and individual contractors, 2000

Months	Consultants		Individual contractors		Total	
	Number of contracts	Share of contracts (percentage)	Number of contracts	Share of contracts (percentage)	Number of contracts	Share of contracts (percentage)
Under 1 month	1 804	43.3	1 149	46.5	2 953	44.5
1 to 3 months	1 195	28.7	648	26.2	1 843	27.8
3 to 6 months	658	15.8	469	19.0	1 127	17.0
6 to 12 months	465	11.2	193	7.8	658	9.9
12 to 24 months	45	1.1	12	0.3	57	1.4
Over 24 months	2	0.0	-	0.0	2	0.0
Total contracts	**4 169**	**100.0**	**2 471**	**100.0**	**6 640**	**100.0**

Table 6
Time actually worked for consultants and individual contractors, 2000

Months	Consultants		Individual contractors		Total	
	Number of contracts	Share of contracts (percentage)	Number of contracts	Share of contracts (percentage)	Number of contracts	Share of contracts (percentage)
Under 1 month	1 921	46.0	1 253	50.7	3 174	47.8
1 to 3 months	1 319	31.6	680	27.5	1 999	30.1
3 to 6 months	602	14.4	392	15.9	994	15.0
6 to 12 months	316	7.6	142	5.7	458	6.9
12 to 24 months	12	0.3	4	0.1	16	0.2
Over 24 months	2	0.0	-	0.0	2	0.0
Total contracts	**4 172**	**100.0**	**2 471**	**100.0**	**6 643**	**100.0**

Table 7

Consultants and individual contractors, by department, gender, level of education, duration of contract and evaluation of performance, 2000*

	Consultants		*Individual contractors*		*Total*		*Duration*	*Educational level*					*Evaluation*				
Department or office	*Number of persons*	*Percentage female*	*Number of persons*	*Percentage female*	*Number of persons*	*Percentage female*	*Days*	*Ph.D.*	*MA*	*BA*	*Other*	*N/A*	*Excellent*	*Good*	*Accept-able*	*Unsatis-factory*	*N/A*
DDA	10	0.0	1	0.0	11	0.0	558	4	3	-	1	3	5	3	-	-	4
DESA	390	27.7	15	46.7	405	28.4	29 928	105	254	38	4	4	177	301	9	-	1
DGAACS	10	50.0	16	50.0	26	50.0	3 667	1	5	5	1	14	-	-	-	-	29
DM	73	45.2	36	69.4	109	53.2	21 790	34	33	36	3	3	28	99	1	-	43
DPA	38	26.3	13	30.8	51	27.5	4 317	11	16	1	-	23	9	35	-	-	12
DPI	15	53.3	135	54.8	150	54.7	15 156	2	48	89	10	1	106	126	6	1	8
DPKO	44	15.9	2	50.0	46	17.4	3 905	1	31	1	-	13	5	27	-	-	19
DKPO/FALD	1	0.0	-	N/A	1	0.0	42	-	-	-	-	1	-	-	-	-	1
ECA	318	27.7	286	35.3	604	31.3	64 410	81	456	22	37	8	302	490	33	-	25
ECE	62	21.0	2	50.0	64	21.9	3 766	3	25	33	1	2	39	28	-	-	3
ECLAC	232	29.3	141	61.0	373	41.3	26 400	55	245	54	17	2	210	323	36	-	6
EOSG	20	35.0	4	75.0	24	41.7	3 083	7	11	2	1	3	6	10	1	-	8
ESCAP	277	23.1	50	46.0	327	26.6	14 209	81	116	120	5	5	145	202	20	-	32
ESCWA	107	25.2	56	62.5	163	38.0	8 685	17	32	104	8	2	58	126	12	-	12
ICSC	15	0.0	3	0.0	18	0.0	436	-	-	-	-	18	5	10	-	-	7
International Tribunal for the former Yugoslavia	268	34.3	128	50.0	396	39.4	22 005	49	86	137	112	12	492	328	12	-	8
International Criminal Tribunal for Rwanda	1	0.0	25	0.0	26	0.0	2 680	-	-	-	-	26	29	1	-	-	1
OCHA	142	26.1	8	62.5	150	28.0	35 603	41	89	7	3	10	18	119	15	-	36
ODCCP	14	7.1	2	50.0	16	12.5	921	-	-	-	-	16	-	-	-	-	16
OHCHR	96	26.0	10	80.0	106	31.1	4 877	53	39	6	2	6	36	78	4	1	15
OIOS	7	28.6	3	33.3	10	30.0	238	-	-	-	-	10	2	2	-	-	6
OLA	8	12.5	5	80.0	13	38.5	630	1	3	2	1	6	14	2	-	-	3
UNCC	23	0.0	-	N/A	23	0.0	1 276	-	-	-	-	23	26	3	-	-	1
UNCTAD	378	19.3	83	51.8	461	25.2	55 888	76	180	162	39	4	345	546	31	4	25

Department or office	Consultants		Individual contractors		Total		Duration	Educational level					Evaluation				
	Number of persons	Percentage female	Number of persons	Percentage female	Number of persons	Percentage female	Days	Ph.D.	MA	BA	Other	N/A	Excellent	Good	Acceptable	Unsatisfactory	N/A
UNEP	118	25.4	30	40.0	148	28.4	12 143	59	66	11	3	9	18	146	15	-	7
UNITAR	60	123.3	122	51.6	182	75.3	12 935	56	113	5	2	6	48	31	-	-	7
UNOG	144	39.6	121	51.2	265	44.9	24 110	66	130	52	6	11	109	245	1	-	22
UNOIP	30	0.0	1	0.0	31	0.0	6 499	11	9	4	3	4	6	36	2	-	-
UNON	202	21.3	96	47.9	298	29.9	20 866	82	134	55	14	13	55	202	7	-	132
UNOV	28	21.4	42	78.6	70	55.7	2 448	22	12	10	17	9	43	25	-	-	46
UNSCOM	2	100.0	1	100.0	3	100.0	172	-	-	-	-	3	2	-	-	-	1
N/A	3	66.7	10	70.0	13	69.2	362	-	-	-	-	13	-	-	-	-	13
Total	**3 136**	**28.2**	**1 447**	**49.6**	**4 583**	**34.9**	**403 999**	**918**	**2 136**	**956**	**290**	**283**	**2 338**	**3 544**	**205**	**6**	**549**

* See list of acronyms at the front of the annex.

Note 1: Ph.D. = Doctorate or equivalent; MA = Master's degree or equivalent; BA = Bachelor's degree or equivalent; Other = Less than Bachelor's degree; N/A = Not available.

Note 2: The totals for the person counts exceeds the baseline in table 1 since some persons have been engaged by several departments.

Table 8
Expenditure on consultants and individual contractors by source of funding, 2000*

Department or office	Consultants			Individual contractors			Total		
	Assessed contributions	Extrabudgetary	Total	Assessed contributions	Extrabudgetary	Total	Assessed contributions	Extrabudgetary	Total
	(Thousands of United States dollars)			(Thousands of United States dollars)			(Thousands of United States dollars)		
DDA	64	40	104	-	3	3	64	43	107
DESA	1 003	5 607	6 610	65	26	91	1 067	5 633	6 700
DGAACS	87	-	87	184	9	193	270	9	280
DM	1 375	104	1 479	621	134	755	1 996	238	2 234
DPA	665	235	899	86	39	124	750	273	1 024
DPI	143	20	162	987	308	1 295	1 130	327	1 457
DPKO	150	287	436	-	48	48	150	335	485
DPKO/FALD	-	22	22	-	-	-	-	22	22
ECA	1 123	1 247	2 369	619	651	1 270	1 742	1 898	3 639
ECE	64	242	305	1	2	3	64	244	308
ECLAC	167	1 100	1 267	244	266	510	411	1 366	1 777
EOSG	53	208	261	-	15	15	53	223	276
ESCAP	203	1 368	1 571	84	92	176	287	1 460	1 747
ESCWA	191	173	365	133	50	183	324	223	547
ICSC	-	93	93	-	12	12	-	105	105
ICTY	1 949	18	1 967	758	44	802	2 707	62	2 769
ITR	14	-	14	124	35	158	137	35	172
OCHA	152	757	909	33	54	87	185	812	997
ODCCP	6	173	179	-	6	6	6	179	185
OHCHR	131	564	695	9	5	13	140	568	708
OIOS	30	2	32	2	3	5	32	5	38
OLA	40	-	40	34	-	34	74	-	74
UNCC	-	179	179	11	-	11	11	179	190
UNCTAD	953	5 722	6 675	188	842	1 030	1 141	6 564	7 705
UNEP	13	1 202	1 215	7	168	175	20	1 370	1 390
UNITAR	-	260	260	-	1	1	-	261	261
UNOG	103	607	710	516	282	798	619	890	1 509

Department or office	Consultants			Individual contractors			Total		
	Assessed contributions	*Extrabudgetary*	*Total*	*Assessed contributions*	*Extrabudgetary*	*Total*	*Assessed contributions*	*Extrabudgetary*	*Total*
	(Thousands of United States dollars)			*(Thousands of United States dollars)*			*(Thousands of United States dollars)*		
UNOIP	-	1 558	1 558	-	36	36	-	1 594	1 594
UNON	178	2 237	2 415	41	774	815	219	3 011	3 230
UNOV	15	109	124	43	103	146	58	212	270
UNSCOM	-	17	17	-	20	20	-	37	37
N/A	5	10	15	23	18	41	28	28	56
Total	**8 872**	**24 161**	**33 034**	**4 811**	**4 047**	**8 858**	**13 683**	**28 208**	**41 892**

* See list of acronyms at the front of the annex.

Note 1: Fees only.

Note 2: Data on expenditures are derived from IMIS departments and offices at United Nations Headquarters in New York, and from individual updates submitted by offices away from Headquarters to the Paradox database of the Office of Human Resources Management.

Table 9
Institutional contractors, 2000*

Department or office	*Number of contractors*	*Number of contracts*	*Duration (months)*	*Expenditure (Thousands of United States dollars)*
ECA	2	2	13	19.0
ECLAC	32	32	312	851.0
ESCAP	24	27	139	528.0
ESCWA	6	6	52	37.9
ICTY	N/A	N/A	N/A	N/A
ITR	3	2	9	51.0
Headquarters	78	100	349	4 695.0
OHCHR	4	4	2	18.0
UNCHS	25	25	264	1 651.0
UNCTAD	64	115	124	640.0
UNEP	26	28	129	1 206.0
UNOG	12	15	30	343.6
UNON	40	47	714	5 187.0
UNOV	8	9	40	277.0
Total	**324**	**412**	**2 176**	**15 504.5**

* See list of acronyms at the front of the annex.

Note 1: Institutional or corporate contractors are institutions or corporations that provide goods or services to the United Nations on a direct contractual basis (ST/AI No. 327 of 23 January 1985).

Note 2: Headquarters includes all departments and offices in New York.

Note 3: United Nations Office at Geneva includes ECE.

Note 4: United Nations Office at Vienna includes the Office for Drug Control and Crime Prevention.

Table 10
Summary data on contracts with consultants and individual contractors, 1999

Rerun of 1999 data in 2000

		Number of persons	*Percentage of total/ subtotal*	*Number of contracts*	*Percentage of total/ subtotal*	*Days worked*	*Fees (Thousands of United States dollars)*
Contracts with consultants	**Subtotal**	**2 753**	**74.7**	**3 767**	**68.6**	**219 839**	**27 125**
Women		730	26.5	1 095	29.1	64 096	7 114
Former staff							
Retirees		63	2.7	101	2.7		
Non-retired former staff aged 60 or over		387	10.5	485	12.9		
Non-retired former staff under age 60		45	2.3	77	2.5		
Contracts with individual contractors	**Subtotal**	**932**	**25.3**	**1 724**	**31.4**	**83 107**	**5 280**
Women		460	49.4	853	49.5	42 144	2 363
Former staff							
Retirees		38	4.1	83	4.8		
Non-retired former staff aged 60 or over		69	7.4	124	7.2		
Non-retired former staff under age 60		20	2.1	41	2.4		
Consultants and individual contractors	**Total**	**3 685**	**100.0**	**5 491**	**100.0**	**302 946**	**32 405**
Level of education							
Doctorate or equivalent		536	14.5				
Master's degree or equivalent		1 423	38.6				
Bachelor's degree or equivalent		868	23.6				
Less than Bachelor's degree		395	10.7				
Not available		416	11.3				
Evaluation of performance							
Excellent				2 086	38.0		
Good				2 642	48.1		
Adequate				84	1.5		
Not adequate				11	0.2		
Not available				679	12.4		